

1  
2 IN THE UNITED STATES DISTRICT COURT  
3 FOR THE SOUTHERN DISTRICT OF NEW YORK  
4 Civil No.: 19 Civ. 08655 (LGS) (GWG)

5 -----x  
6 ULKU ROWE,

7 Plaintiff,

8  
9 - against -

10 GOOGLE LLC,

11 Defendant.

12 -----x

October 14, 2020

13 9:39 a.m.

14  
15 Videotaped Deposition of ULKU ROWE,  
16 taken by Defendant, pursuant to Notice,  
17 held via Google Hangouts videoconference,  
18 before Todd DeSimone, a Registered  
19 Professional Reporter and Notary Public of  
20 the States of New York and New Jersey.  
21  
22  
23  
24  
25

Page 22

Page not submitted in support of  
Google's motion for summary judgment

Page 24

Page not submitted in support of  
Google's motion for summary judgment

Page 23

1 U. ROWE  
2 knowledge, already provided your lawyers  
3 with all documents and information that you  
4 have in your possession that relates to  
5 this case?  
6 A. Yes.  
7 MR. GAGE: Sara, could you mark  
8 tab 6 as Exhibit 3.  
9 (Defendant's Exhibit 3 marked  
10 for identification.)  
11 MS. TOMEZSKO: It should be  
12 available now on the drive.  
13 Q. Let me know when you have a PDF  
14 that is labeled tab 6, Ms. Rowe, and the  
15 Bates number on this, for the record, is  
16 P001586-1587.  
17 A. Yeah, I have it.  
18 Q. What is this?  
19 A. I believe these are some notes  
20 that I took during the conversation with  
21 Melissa, Melissa Lawrence.  
22 Q. And these notes were recently  
23 provided to us in discovery. When did you  
24 give these to your lawyer?  
25 A. My lawyers had them for a while

Page 25

1 U. ROWE  
2 happened.  
3 Q. And when was the conversation?  
4 A. So sometime in November of  
5 2017.  
6 Q. At the top of the document it  
7 says 20 November 2017. Do you see that?  
8 A. I do.  
9 Q. Did you write that date to  
10 represent the date you wrote the notes?  
11 A. I don't remember that. I don't  
12 remember if it was the date of the  
13 conversation or the date of the notes.  
14 Q. And the first line says  
15 "Summary of the items we discussed today."  
16 Who is the "we"?  
17 A. Melissa and I.  
18 Q. And how did this conversation  
19 take place, was this face to face, was this  
20 over the phone?  
21 A. I believe this was  
22 videoconference, video conversation.  
23 Q. Who initiated it?  
24 A. I did.  
25 Q. And to the best of your

7 (Pages 22 - 25)

<p style="text-align: right;">Page 26</p> <p>1 U. ROWE 2 knowledge, does this reflect notes that you 3 took close in time to that conversation 4 taking place? 5 A. Correct. 6 Q. Did you record everything that 7 was said in the conversation? 8 A. It is not a transcription of 9 the conversation, it's the highlights of 10 like what stuck with me, the summary of the 11 conversation. 12 Q. So this reflects what stuck 13 with you from the conversation? 14 A. Correct. 15 Q. But not necessarily everything 16 that was said? 17 A. It was meant to represent a 18 summary of the conversation, yes. 19 Q. But not necessarily everything 20 that was said? 21 A. It doesn't capture every single 22 sentence as it was said, but it was also 23 not meant to leave out, you know, major 24 topics. 25 Q. And Melissa -- what is</p>	<p style="text-align: right;">Page 28</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>
<p style="text-align: right;">Page 27</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 29</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>

<p style="text-align: right;">Page 86</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 88</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>
<p style="text-align: right;">Page 87</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 89</p> <p>1 U. ROWE</p> <p>2 A. I don't know the exact time</p> <p>3 that he had the cloud experience. No, I</p> <p>4 don't know that.</p> <p>5 Q. So does that mean you do not</p> <p>6 know whether he had more cloud experience</p> <p>7 at the point he joined Google than you had</p> <p>8 when you joined Google?</p> <p>9 A. I don't know that.</p> <p>10 Q. What was his prior cloud</p> <p>11 experience before he joined Google?</p> <p>12 A. So I believe he worked at GE</p> <p>13 and worked on their AWS migration.</p> <p>14 Q. What was your cloud experience</p> <p>15 before you joined Google?</p> <p>16 A. I was at J.P. Morgan working on</p> <p>17 their AWS migration.</p> <p>18 Q. What were you doing working on</p> <p>19 the AWS migration at J.P. Morgan? What was</p> <p>20 your job on that project?</p> <p>21 A. I ran risk systems, I ran</p> <p>22 credit risk systems, and we were migrating</p> <p>23 high credit risk systems to the cloud.</p> <p>24 Q. And what was your role in that</p> <p>25 process of migration?</p>

23 (Pages 86 - 89)

<p style="text-align: right;">Page 90</p> <p>1 U. ROWE 2 A. I ran the team that was working 3 on the migration. 4 Q. You identified Royal Hansen as 5 someone you believe is similarly situated 6 to you. Who is Royal Hansen? 7 A. Royal is an eng VP. 8 Q. What does Royal Hansen do at 9 Google? 10 A. He works in the security area. 11 Q. What does he do? 12 A. He runs an engineering team in 13 security. 14 Q. And what does it mean to run an 15 engineering team in security? 16 A. I don't know what -- I don't 17 know the exact specifics, but, you know, 18 his focus is on security, security 19 products. 20 Q. And what about security 21 products, designing them, building them? 22 A. I believe those would be 23 included, yes. 24 Q. What else does he do? 25 A. I don't know -- I don't know</p>	<p style="text-align: right;">Page 92</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>
<p style="text-align: right;">Page 91</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 93</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>

Page 94

Page 96

1 U. ROWE

2 you know, just we're in the same company  
3 and I have, you know, I hear his name, and  
4 to my knowledge he is still a VP.

5 Q. By the way, while you were at  
6 J.P. Morgan, did you -- did J.P. Morgan  
7 complete the AWS migration before you left?

8 A. No.

9 Q. When did it start?

10 A. I'm a little hazy on dates,  
11 but, you know, I think somewhere around a  
12 year before I left is when we started.

13 Q. And prior to working on the AWS  
14 migration at J.P. Morgan, had you had any  
15 other cloud experience in any of your jobs?

16 A. So before then I didn't  
17 actively work on a cloud migration. You  
18 know, financial services is an area that  
19 has been late to the cloud. It has been a  
20 very conservative industry. I had  
21 personally read and studied the cloud.

22 Q. Just for your own personal  
23 professional interest, correct?

24 A. Correct, while I was at J.P.  
25 Morgan.

Page not submitted in support of  
Google's motion for summary judgment

Page 95

Page 97

Page not submitted in support of  
Google's motion for summary judgment

Page not submitted in support of  
Google's motion for summary judgment

Page 98

Page not submitted in support of  
Google's motion for summary judgment

Page 100

Page not submitted in support of  
Google's motion for summary judgment

Page 99

1 U. ROWE  
2 you know, someone that provides thought  
3 leadership, so, you know, a leadership role  
4 outside of OCTO.  
5 Q. But when he left OCTO, he also  
6 took on responsibility for managing a team  
7 of people, correct?  
8 A. Correct. That's my  
9 understanding.  
10 Q. When he was in OCTO, was he  
11 managing other people?  
12 A. I don't remember if -- I don't  
13 remember if he did.  
14 Q. Have you at any point in time  
15 since you have been at Google managed other  
16 people?  
17 A. I have not.  
18 Q. Is that sometimes referred  
19 to --  
20 A. Well, other than my executive  
21 assistant.  
22 Q. Is that sometimes referred to  
23 as an individual contributor?  
24 A. Yes.  
25 Q. So you have been an individual

Page 101

Page not submitted in support of  
Google's motion for summary judgment

26 (Pages 98 - 101)

Page 106

Page not submitted in support of  
Google's motion for summary judgment

Page 108

Page not submitted in support of  
Google's motion for summary judgment

Page 107

Page not submitted in support of  
Google's motion for summary judgment

Page 109

1 U. ROWE

2 A. We have similar  
3 responsibilities.

4 Q. Sufficient for you to consider  
5 Mr. Penberthy to be similarly situated to  
6 you, correct?

7 A. So I have since learned that,  
8 you know, Scott is at level 8, but I think,  
9 what I believe, is my experience and my  
10 qualifications are in line with the level 9  
11 men in OCTO.

12 Q. But he is similarly situated to  
13 you, correct, Mr. Penberthy?

14 A. Incorrect.

15 Q. You gave an answer under the  
16 penalty of perjury in your interrogatory  
17 response that Scott Penberthy is similarly  
18 situated to you, right?

19 A. Well, at that time, you know, I  
20 thought he was a level 9, and through  
21 discovery I learned that he was a level 8.

22 Q. So that changes your answer,  
23 right?

24 A. So, look, I don't know every  
25 single qualification and everything that

28 (Pages 106 - 109)



<p style="text-align: right;">Page 130</p> <p>1 U. ROWE</p> <p>2 skills, qualifications and job duties,</p> <p>3 right?</p> <p>4 MS. GREENE: Objection.</p> <p>5 A. Ask me the question again.</p> <p>6 Q. Let's take -- let's take it</p> <p>7 differently. Tell me everything that you</p> <p>8 know about Eric Schenk's job duties and</p> <p>9 responsibilities.</p> <p>10 A. I don't know everything that</p> <p>11 Eric does.</p> <p>12 Q. I'm asking you to tell me</p> <p>13 everything that you know.</p> <p>14 A. But I do know that he works on</p> <p>15 security. I do know that he does, you</p> <p>16 know, product and engineering leadership.</p> <p>17 I do know that he does -- he does client</p> <p>18 engagements. And I do know that he does</p> <p>19 some thought leadership.</p> <p>20 Q. And you do know that he manages</p> <p>21 people, right?</p> <p>22 A. I do, yes.</p> <p>23 Q. What do you know about Eric</p> <p>24 Schenk's background, experience,</p> <p>25 qualifications and education?</p>	<p style="text-align: right;">Page 132</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>
<p style="text-align: right;">Page 131</p> <p>1 U. ROWE</p> <p>2 A. Again, I don't know everything</p> <p>3 about Eric's background and qualifications,</p> <p>4 but I do believe that in terms of, you</p> <p>5 know, his experience and skills, they are</p> <p>6 comparable to mine.</p> <p>7 Q. So based upon what you know,</p> <p>8 sitting here right now, do you believe Eric</p> <p>9 Schenk is similarly situated to you?</p> <p>10 A. Yes.</p> <p>11 Q. Now, if you were to find out</p> <p>12 that he is a level 8, would your answer</p> <p>13 change?</p> <p>14 A. I don't know. I don't know.</p> <p>15 Q. But you found out that Scott</p> <p>16 Penberthy is a level 8 and your answer did</p> <p>17 change, so why wouldn't it change for Eric</p> <p>18 Schenk?</p> <p>19 MS. GREENE: Objection.</p> <p>20 A. Look, I don't know.</p> <p>21 Q. Okay, you don't know.</p> <p>22 Let's talk about Paul Strong.</p> <p>23 Tell us everything you know about Paul</p> <p>24 Strong's background, experience, and</p> <p>25 education.</p>	<p style="text-align: right;">Page 133</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>

<p style="text-align: right;">Page 170</p> <p>1 U. ROWE 2 Stuart was included and I wasn't. 3 Q. How many off-sites took place 4 while you worked for Tariq that you were 5 not invited to? 6 A. I don't know. 7 Q. Do you know how many off-sites 8 Tariq had during the time you worked for 9 him? 10 A. I don't know. 11 Q. Do you know if -- do you know 12 if Tariq had any off-sites during the time 13 you worked for him that you were not 14 invited to? 15 A. I don't know. 16 Q. You indicated that you believed 17 you were left out of team meetings. What 18 team meetings were you left out of? 19 A. So Tariq would have regular 20 team meetings that he would use his team 21 e-mail to send invitations to, so I was 22 left out of those, and other meetings where 23 he met with his team members but I wasn't 24 there. 25 Q. How many times did that happen,</p>	<p style="text-align: right;">Page 172</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>
<p style="text-align: right;">Page 171</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 173</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>

<p style="text-align: right;">Page 174</p> <p>1 U. ROWE</p> <p>2 believed you should have been invited to?</p> <p>3 A. I don't know what the meeting</p> <p>4 was about, but it was about financial</p> <p>5 services.</p> <p>6 Q. Was that at a point at which</p> <p>7 you were still in Tariq's organization when</p> <p>8 Leonard Law shared that with you?</p> <p>9 A. I believe so, yes.</p> <p>10 Q. Did you believe you should have</p> <p>11 been in every meeting that Tariq held with</p> <p>12 anyone who worked on his team?</p> <p>13 A. No.</p> <p>14 Q. Did you believe that you should</p> <p>15 have been invited to every meeting with</p> <p>16 Tariq that had anything to do with</p> <p>17 financial services?</p> <p>18 A. No. But I do believe that I</p> <p>19 should have been in every staff meeting</p> <p>20 that he had.</p> <p>21 Q. When you first came to believe</p> <p>22 you were not on the e-mail list for his</p> <p>23 staff meetings, what did you do? Did you</p> <p>24 tell anyone?</p> <p>25 A. Yes.</p>	<p style="text-align: right;">Page 176</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>
<p style="text-align: right;">Page 175</p> <p>1 U. ROWE</p> <p>2 Q. Who did you tell?</p> <p>3 A. So, first, I asked my admin to</p> <p>4 check with Tariq's admin to make sure it</p> <p>5 was okay, then I asked -- I believe I asked</p> <p>6 Tariq's admin directly, and, finally, I</p> <p>7 asked Tariq.</p> <p>8 Q. And what did you learn?</p> <p>9 A. The responses changed over</p> <p>10 time, but it was, you know, first, I</p> <p>11 think -- I think some of the answers were</p> <p>12 they were working on the e-mail lists, so,</p> <p>13 you know, it was in flight. Other times it</p> <p>14 was an oversight. Other times it was, you</p> <p>15 know, they forgot. You know, so the</p> <p>16 answers changed.</p> <p>17 Q. Do you have any reason to</p> <p>18 believe that any of the responses you got</p> <p>19 were false?</p> <p>20 A. Look, I don't have any reason</p> <p>21 to believe the responses were false, but I</p> <p>22 knew that my male peers were in these</p> <p>23 meetings and I wasn't, so I was being</p> <p>24 treated differently.</p> <p>25 Q. What male peers?</p>	<p style="text-align: right;">Page 177</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>

<p style="text-align: right;">Page 186</p> <p>1 U. ROWE</p> <p>2 meetings with any of the institutions you</p> <p>3 just listed, [REDACTED],</p> <p>4 [REDACTED], and [REDACTED]</p> <p>5 [REDACTED] during the time that you worked with</p> <p>6 Tariq?</p> <p>7 A. Look, I don't remember the</p> <p>8 individual meetings. Again, like I have a</p> <p>9 lot of customer meetings, so I can't -- I</p> <p>10 don't know how many or what time with what</p> <p>11 customers. It is hard for me to remember</p> <p>12 right now.</p> <p>13 Q. So you don't know one way or</p> <p>14 the other whether you met with any of those</p> <p>15 banks during the time you worked for Tariq?</p> <p>16 A. I just don't remember, yeah. I</p> <p>17 do remember, you know, having client</p> <p>18 meetings during my time working for Tariq,</p> <p>19 I just couldn't tell you with what customer</p> <p>20 over what period.</p> <p>21 Q. How many months did you work</p> <p>22 for Tariq, approximately?</p> <p>23 A. I think roughly it was about</p> <p>24 ten months.</p> <p>25 Q. During that ten-month period,</p>	<p style="text-align: right;">Page 188</p> <p>1 U. ROWE</p> <p>2 A. I just can't remember what type</p> <p>3 of clients I was working with during</p> <p>4 Tariq's time, so it is hard for me to</p> <p>5 answer.</p> <p>6 Q. But my question, I wasn't</p> <p>7 asking you which ones, I was asking you</p> <p>8 whether during the time you worked with</p> <p>9 Tariq you developed any sort of a regular</p> <p>10 schedule or regular cadence of having</p> <p>11 meetings with priority clients?</p> <p>12 A. So, again, you know, a lot of</p> <p>13 the meetings are not on a cadence. They</p> <p>14 depend on the account team wanting to have</p> <p>15 that meeting at a customer. They are not</p> <p>16 like weekly recurring meetings all the</p> <p>17 time. But during my time working for</p> <p>18 Tariq, I did have many customer meetings</p> <p>19 with the priority accounts. I just, again,</p> <p>20 can't remember which customer when.</p> <p>21 Q. So when you say the accounts</p> <p>22 team, are those the folks in sales?</p> <p>23 A. Yes.</p> <p>24 Q. So the sales folks would come</p> <p>25 to you and they would essentially dictate</p>
<p style="text-align: right;">Page 187</p> <p>1 U. ROWE</p> <p>2 how many customer meetings did you</p> <p>3 participate in with the customers we have</p> <p>4 just been talking about?</p> <p>5 A. I don't remember the exact.</p> <p>6 Yeah, I don't remember.</p> <p>7 Q. Was it something you did once a</p> <p>8 month with each of them? Withdrawn.</p> <p>9 Did you have regular meetings</p> <p>10 with each of these customers?</p> <p>11 A. No. A lot of these are not</p> <p>12 like, you know, most of these customers you</p> <p>13 don't meet, you know, every day on an</p> <p>14 ongoing basis. Usually it changes with the</p> <p>15 demand that is coming from the customer</p> <p>16 team and where that relationship is. So I</p> <p>17 know that like on a given week or on a</p> <p>18 given month I have multiple customer</p> <p>19 meetings usually a week, but like I can't</p> <p>20 remember what customer I met with what week</p> <p>21 or what month during this time.</p> <p>22 Q. During the time that you worked</p> <p>23 for Tariq, did you develop any sort of a</p> <p>24 regular cadence with any of the priority</p> <p>25 clients?</p>	<p style="text-align: right;">Page 189</p> <p>1 U. ROWE</p> <p>2 when these customer meetings took place; is</p> <p>3 that fair?</p> <p>4 A. Well, they wouldn't dictate,</p> <p>5 no.</p> <p>6 Q. Then did you go to the accounts</p> <p>7 team and tell them to schedule meetings</p> <p>8 with customers?</p> <p>9 A. No.</p> <p>10 Q. Well, tell me how it worked.</p> <p>11 A. Usually they would come with a</p> <p>12 request to say, you know, we're trying to</p> <p>13 do something with this customer, like we</p> <p>14 are trying to talk to this team, that team,</p> <p>15 this team, and would collectively figure</p> <p>16 out what the right time would be, who the</p> <p>17 right individuals would be, and what the</p> <p>18 meeting would look like.</p> <p>19 Q. And was it the account team</p> <p>20 that took the initiative to get these</p> <p>21 going?</p> <p>22 A. Usually the requests come from</p> <p>23 the account teams.</p> <p>24 Q. Did you yourself target any</p> <p>25 particular clients, particular, you know,</p>

48 (Pages 186 - 189)

<p style="text-align: right;">Page 190</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 192</p> <p>1 U. ROWE</p> <p>2 storage engineering.</p> <p>3 Q. Did you get that job?</p> <p>4 A. So that job didn't pan out,</p> <p>5 because the hiring manager left Google.</p> <p>6 Q. What was the second opportunity</p> <p>7 at Google that you pursued?</p> <p>8 A. So after that Google would call</p> <p>9 me every few months with different</p> <p>10 opportunities, but I don't think, you know,</p> <p>11 any of them were right, so Office of the</p> <p>12 CTO was the first one, after the role in</p> <p>13 storage engineering, that I actually came</p> <p>14 in and interviewed for.</p> <p>15 Q. And is that job, the one in</p> <p>16 OCTO, the one you ultimately got, is that</p> <p>17 the one you are referring to?</p> <p>18 A. Yes.</p> <p>19 MR. GAGE: Sara, can we share</p> <p>20 tab 15, and, Mr. Court Reporter, what</p> <p>21 exhibit are we up to?</p> <p>22 THE COURT REPORTER: This</p> <p>23 should be 5.</p> <p>24 (Defendant's Exhibit 5 marked</p> <p>25 for identification.)</p>
<p style="text-align: right;">Page 191</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 193</p> <p>1 U. ROWE</p> <p>2 Q. Mr. Rowe, let me know when you</p> <p>3 have that.</p> <p>4 A. Yes, I have that.</p> <p>5 Q. Is this the description of the</p> <p>6 job that you ultimately were hired for?</p> <p>7 A. Yes.</p> <p>8 Q. And when you were hired for</p> <p>9 this position, the position of technical</p> <p>10 director, Office of the CTO, Google Cloud,</p> <p>11 what was your understanding of what your</p> <p>12 job duties would be?</p> <p>13 A. There would be three main</p> <p>14 components to it, one around product and</p> <p>15 eng, second around client engagements at</p> <p>16 the CXO level, and third, thought</p> <p>17 leadership in the industry, so outward</p> <p>18 facing and also internal facing.</p> <p>19 Q. Let's take those apart one at a</p> <p>20 time.</p> <p>21 The first one, you said product</p> <p>22 and engineering. Now, those are two nouns,</p> <p>23 as I understand them. Can you translate</p> <p>24 that into what that means for job duties?</p> <p>25 A. So it means that providing</p>

<p style="text-align: right;">Page 194</p> <p>1 U. ROWE</p> <p>2 guidance and advice into the product teams</p> <p>3 in terms of, you know, how to build Google</p> <p>4 Cloud's products so that they served the</p> <p>5 industry needs.</p> <p>6 Q. And then the second thing you</p> <p>7 mentioned was client engagement at the CXO</p> <p>8 level. Can you expand on that?</p> <p>9 A. So that means working with</p> <p>10 Google's, you know, most important clients</p> <p>11 to understand their business needs, you</p> <p>12 know, what they want the future of their</p> <p>13 businesses to look like, and then to work</p> <p>14 with them to plot out a strategy on how</p> <p>15 Google Cloud's technology could help them</p> <p>16 achieve that, you know, again, providing</p> <p>17 them guidance, advisory, working with a</p> <p>18 collaborative group of Googlers, not just</p> <p>19 about Google Cloud's technology, but Google</p> <p>20 technology broader, to solve the big</p> <p>21 customer problems and to help them use</p> <p>22 Google Cloud.</p> <p>23 Q. And then the last component you</p> <p>24 said was thought leadership. Can you</p> <p>25 explain what you understood that to mean?</p>	<p style="text-align: right;">Page 196</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>
<p style="text-align: right;">Page 195</p> <p>1 U. ROWE</p> <p>2 A. So thought leadership is</p> <p>3 basically having credibility in the</p> <p>4 marketplace, you know, both again</p> <p>5 externally and industry, to provide a</p> <p>6 direction and strategic thinking into how</p> <p>7 the industry is changing, how technology is</p> <p>8 enabling that change, you know, be the</p> <p>9 voice of Google, be the technical voice of</p> <p>10 Google, the industry voice of Google, to</p> <p>11 actually shape how the future of the</p> <p>12 industry is going to work, you know, go</p> <p>13 through like an industry perspective on the</p> <p>14 way the technology supports that.</p> <p>15 Q. And when you were hired into</p> <p>16 this job, what was your understanding of</p> <p>17 who you would report to?</p> <p>18 A. Will Grannis.</p> <p>19 Q. And what was your understanding</p> <p>20 at the time you were hired into this job of</p> <p>21 Will Grannis' job duties and</p> <p>22 responsibilities?</p> <p>23 A. So obviously Will was leading</p> <p>24 the team, and other than that, you know,</p> <p>25 his responsibilities were similar to what I</p>	<p style="text-align: right;">Page 197</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>

<p style="text-align: right;">Page 202</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 204</p> <p>1 U. ROWE</p> <p>2 A. Well, Google has asked me on</p> <p>3 their behalf to speak on Google and Google</p> <p>4 Cloud on many, many occasions, describing</p> <p>5 me as a Google Cloud expert.</p> <p>6 Q. Are you aware of any documents</p> <p>7 that existed at the time you were hired by</p> <p>8 Google that described you as an expert in</p> <p>9 cloud computing?</p> <p>10 A. I am not aware of that.</p> <p>11 Q. During the hiring process that</p> <p>12 we are talking about that led to you being</p> <p>13 hired as a technical director in the Office</p> <p>14 of the CTO, didn't you at one point</p> <p>15 indicate that you were not an expert in</p> <p>16 cloud computing?</p> <p>17 A. I don't remember that. Again,</p> <p>18 context is important here. Like being an</p> <p>19 expert in cloud computing in financial</p> <p>20 services versus being an expert in cloud</p> <p>21 computing in a cloud native company can</p> <p>22 mean different things, so context is</p> <p>23 important.</p> <p>24 Q. Well, let's go back to that for</p> <p>25 a minute. You described a minute ago what</p>
<p style="text-align: right;">Page 203</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 205</p> <p>1 U. ROWE</p> <p>2 you understood Google was looking for.</p> <p>3 What was the basis for that understanding,</p> <p>4 was it the job description?</p> <p>5 A. It was the job description and</p> <p>6 my conversations with Will and other</p> <p>7 interviewers.</p> <p>8 Q. Will and who else, what other</p> <p>9 people?</p> <p>10 A. Will, HR person, Jenny, the</p> <p>11 people that have interviewed me, I think</p> <p>12 Brian was one of them, Salman was I think</p> <p>13 another interviewer. I can't remember all</p> <p>14 the names of the interviewers.</p> <p>15 Q. Does the document that we have</p> <p>16 marked here as Exhibit 5, Position</p> <p>17 Description for Technical Director, Office</p> <p>18 of the CTO, does it fairly describe the</p> <p>19 responsibilities of the job that you were</p> <p>20 hired for and then performed in the Office</p> <p>21 of the CTO?</p> <p>22 A. So this is tab 15, right?</p> <p>23 Q. Yes, tab 15, yes, I'm sorry.</p> <p>24 A. Yes, it's fair.</p> <p>25 Q. Do you know who Krista</p>

52 (Pages 202 - 205)

<p style="text-align: right;">Page 206</p> <p>1 U. ROWE 2 Callaghan is? 3 A. I think Krista was an HR 4 person. 5 Q. And she was somebody that you 6 communicated with during the recruiting and 7 hiring process, correct? 8 A. I believe so. 9 MR. GAGE: Sara, can we put up 10 tab 16, and this will be Exhibit 7, and 11 this is Bates stamped P000550 through 552. 12 (Defendant's Exhibit 7 marked 13 for identification.) 14 A. Okay. 15 Q. Do you have it? 16 A. Yes. 17 MS. GREENE: I'm sorry, can you 18 just repeat what tab we are looking at? 19 MR. GAGE: Tab 16. 20 MS. GREENE: Thank you. 21 Q. Ms. Rowe, this is an e-mail 22 exchange between you and Krista Callaghan 23 at Google, right? 24 A. Yes. 25 Q. Do the dates indicate that this</p>	<p style="text-align: right;">Page 208</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>
<p style="text-align: right;">Page 207</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 209</p> <p>1 U. ROWE 2 Q. So is that a yes? 3 A. So the question was? Ask your 4 question again. 5 Q. So does this refresh your 6 recollection that you told Krista Callaghan 7 that you were not a cloud expert? 8 A. Yes. Yeah, it refreshes my 9 memory. 10 Q. Right, okay. So you did, 11 during this process of being recruited to 12 Google, say to Google you were not a cloud 13 expert, right? 14 MS. GREENE: Objection. 15 A. In this e-mail, yes, I said 16 that in this e-mail. 17 Q. Well, actually she said this in 18 this e-mail, right? She was describing the 19 conversation she had with you, right? 20 A. Correct. 21 Q. And you just indicated that you 22 were coming from an industry that had been 23 late to adopting the cloud, and that's one 24 of the reasons you were not a cloud expert, 25 correct?</p>

53 (Pages 206 - 209)



<p style="text-align: right;">Page 210</p> <p>1 U. ROWE 2 A. Correct. 3 Q. And at the point at which you 4 were hired by Google, did you have any 5 experience at all building cloud products? 6 A. So I had experience using cloud 7 products, but J.P. Morgan does not sell 8 cloud, so I did not have experience 9 building cloud products. 10 Q. And was your cloud experience, 11 at the time you were hired by Google, 12 limited to your work on the cloud migration 13 project at J.P. Morgan that you described 14 earlier today? 15 A. Incorrect. 16 Q. I think you said incorrect, but 17 we had a frozen screen here. So am I 18 right, you said incorrect? 19 A. I said incorrect because, you 20 know, my experience wasn't just limited to 21 that. Obviously, you know, we are reading, 22 you know, and catching up with the industry 23 as things were happening, but, broadly 24 speaking, yes. 25 Q. Now, during the recruiting</p>	<p style="text-align: right;">Page 212</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>
<p style="text-align: right;">Page 211</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 213</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>

<p style="text-align: right;">Page 238</p> <p>1 U. ROWE</p> <p>2 MS. GREENE: Objection.</p> <p>3 Q. And you can't think of anything</p> <p>4 else right now other than the fact that</p> <p>5 some men were hired as level 9's, and what</p> <p>6 you believe to be their relative level of</p> <p>7 experience and qualifications, you can't</p> <p>8 think of anything else that leads you to</p> <p>9 believe that your hiring -- your leveling</p> <p>10 at hire was because of your sex?</p> <p>11 MS. GREENE: Objection.</p> <p>12 A. That's not what I said. You</p> <p>13 know, I said it was because of my own</p> <p>14 qualifications, what I know to be true</p> <p>15 about myself. I know the qualifications of</p> <p>16 the men. And I know, you know, the roles</p> <p>17 that they are playing. And I know, you</p> <p>18 know, the expectations of a level 9 at</p> <p>19 Google. So all of those are part of the</p> <p>20 reasons that led me to believe.</p> <p>21 Q. You are talking about the</p> <p>22 people who you believe are your</p> <p>23 comparators, correct?</p> <p>24 A. Yes.</p> <p>25 Q. So other than the fact that you</p>	<p style="text-align: right;">Page 240</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>
<p style="text-align: right;">Page 239</p> <p>1 U. ROWE</p> <p>2 have identified these men as your</p> <p>3 comparators, other than the fact that you</p> <p>4 believe that you are sufficiently similar</p> <p>5 to them in terms of your qualifications,</p> <p>6 your experience and your job, other than</p> <p>7 that, is there anything else that leads you</p> <p>8 to believe that your leveling at hire was</p> <p>9 because of your sex?</p> <p>10 A. I can't think of anything else</p> <p>11 right now.</p> <p>12 Q. At the time you were offered</p> <p>13 the job, did you raise any questions or</p> <p>14 issues regarding your level?</p> <p>15 A. I did.</p> <p>16 Q. With whom?</p> <p>17 A. So before the hiring, you know,</p> <p>18 before I signed the offer, I did raise</p> <p>19 concerns that, you know, that I was a</p> <p>20 managing director, you know, I was the</p> <p>21 highest level of promotion in the financial</p> <p>22 services industry, and I wasn't sure if</p> <p>23 level 8 was the right level. The first</p> <p>24 time I raised that was with Jenny Burdis.</p> <p>25 Q. With who, I'm sorry?</p>	<p style="text-align: right;">Page 241</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>

61 (Pages 238 - 241)

<p style="text-align: right;">Page 262</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 264</p> <p>1 U. ROWE</p> <p>2 MS. GREENE: Objection.</p> <p>3 A. Well, I knew what kind of</p> <p>4 individuals were, and based on that I made</p> <p>5 the statement that I was better qualified.</p> <p>6 Q. Now, you have since, in the</p> <p>7 course of discovery, come to know who some</p> <p>8 of the other candidates were, correct?</p> <p>9 A. I saw some of the names, yes.</p> <p>10 Q. Were you better qualified than</p> <p>11 all of them?</p> <p>12 A. Look, I don't know, and I can't</p> <p>13 speak to all of their qualifications, but I</p> <p>14 know who the role ultimately went to, and</p> <p>15 I -- and I kind of know my qualifications</p> <p>16 with respect to that individual, so I can</p> <p>17 speak to that.</p> <p>18 Q. Do you know who [REDACTED]</p> <p>19 is?</p> <p>20 A. I have heard the name.</p> <p>21 Q. Do you know anything about her</p> <p>22 qualifications?</p> <p>23 A. I don't know much. I know that</p> <p>24 at some point she [REDACTED]</p> <p>25 [REDACTED] -- I don't know if she is still</p>
<p style="text-align: right;">Page 263</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 265</p> <p>1 U. ROWE</p> <p>2 a VP, I don't know if she is still at</p> <p>3 Google.</p> <p>4 Q. Based upon what you know about</p> <p>5 her, do you think you are better qualified,</p> <p>6 equally qualified, or lesser qualified than</p> <p>7 she would be for the head of financial</p> <p>8 services role?</p> <p>9 A. I can't comment on that.</p> <p>10 Q. Why not?</p> <p>11 A. I don't know.</p> <p>12 Q. But you don't hesitate to</p> <p>13 comment about your relative qualifications</p> <p>14 compared to somebody's whose identity you</p> <p>15 don't even know?</p> <p>16 MS. GREENE: Objection.</p> <p>17 Q. Right?</p> <p>18 A. I know the qualifications that</p> <p>19 they were missing.</p> <p>20 Q. What qualifications was [REDACTED]</p> <p>21 [REDACTED] missing?</p> <p>22 A. I don't know [REDACTED]</p> <p>23 enough to talk about.</p> <p>24 Q. What qualifications were these</p> <p>25 other unnamed candidates missing?</p>

67 (Pages 262 - 265)

Page 266

Page not submitted in support of  
Google's motion for summary judgment

Page 268

Page not submitted in support of  
Google's motion for summary judgment

Page 267

1 U. ROWE  
2 experience.  
3 Q. What about [REDACTED], do  
4 you know anything about her?  
5 A. I don't.  
6 Q. So is it fair to say you don't  
7 have an opinion as to whether you are  
8 better, equal, or lesser qualified for the  
9 head of financial services role than her?  
10 A. Look, I can't comment on  
11 individuals.  
12 Q. Because you would be  
13 speculating, right?  
14 MS. GREENE: Objection.  
15 A. Because my claims and concerns  
16 are about how I have been treated, not how  
17 other candidates have been treated in this  
18 process.  
19 Q. Let's move on to another topic.  
20 You on multiple occasions have  
21 said that Stuart Breslow got the head of  
22 financial services job that you were being  
23 considered for, right?  
24 A. Yes.  
25 Q. Do you know whether Stuart

Page 269

Page not submitted in support of  
Google's motion for summary judgment

68 (Pages 266 - 269)

<p style="text-align: center;">Page 278</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 280</p> <p>1 U. ROWE</p> <p>2 sorry?</p> <p>3 A. I considered all of those</p> <p>4 options as demotions.</p> <p>5 Q. As demotions, okay. Why did</p> <p>6 you consider them demotions?</p> <p>7 A. Well, one of them wasn't even a</p> <p>8 role, it was go find another job, like I</p> <p>9 would have no job, the other one was a much</p> <p>10 more junior role, you know, working as a,</p> <p>11 you know, in a much smaller focus project,</p> <p>12 I think the [REDACTED] project at the time, much</p> <p>13 more junior role, or I would go back to</p> <p>14 OCTO, but Google would remove all of my</p> <p>15 financial services focus.</p> <p>16 Q. And you chose to go back to</p> <p>17 OCTO, correct?</p> <p>18 A. Correct.</p> <p>19 Q. Now, when you first moved over</p> <p>20 into Tariq Shaukat's organization from</p> <p>21 OCTO, Ben and Evren also moved from OCTO</p> <p>22 into Tariq's organization, correct?</p> <p>23 A. So they were also told that</p> <p>24 they were moving. I believe Evren never</p> <p>25 actually moved.</p>
<p style="text-align: right;">Page 279</p> <p>1 U. ROWE</p> <p>2 A. After Stuart got the job, is</p> <p>3 that what you are asking, did I discuss</p> <p>4 with Tariq?</p> <p>5 Q. Yes.</p> <p>6 A. No.</p> <p>7 Q. Did you ever have any</p> <p>8 discussions with Mr. Shaukat about what</p> <p>9 your role would be in his organization</p> <p>10 going forward?</p> <p>11 A. So in, I think it was in</p> <p>12 February, I was told that my role was being</p> <p>13 changed. I was given, you know, three</p> <p>14 options.</p> <p>15 Q. What were those three options?</p> <p>16 A. I was given an option to work</p> <p>17 on a focused small project, working for</p> <p>18 Stuart Breslow. I was given the option to</p> <p>19 go back to OCTO without a financial</p> <p>20 services focus. And third option wasn't</p> <p>21 really even real, it was that I could stay</p> <p>22 and he could park me under Stuart until I</p> <p>23 found a different role. And I considered</p> <p>24 all of these three as demotions.</p> <p>25 Q. You had all of these, I'm</p>	<p style="text-align: right;">Page 281</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>

71 (Pages 278 - 281)

<p style="text-align: right;">Page 282</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 284</p> <p>1 U. ROWE</p> <p>2 Q. You indicated that -- you</p> <p>3 testified earlier today that you believe</p> <p>4 you were denied equity refreshes because of</p> <p>5 your sex. Tell me everything that leads</p> <p>6 you to believe that the equity refreshes</p> <p>7 you got, the amount of them, or when you</p> <p>8 didn't get equity refreshes, what leads you</p> <p>9 to believe that that was because of your</p> <p>10 sex.</p> <p>11 A. Well, I was down-leveled on</p> <p>12 hire, and that translated into lower</p> <p>13 compensation as well as lower equity</p> <p>14 refreshes compared to my male peers.</p> <p>15 Q. Is there anything else that</p> <p>16 leads you to believe that your equity</p> <p>17 awards were based on your sex?</p> <p>18 A. Well, yeah, I can't think of</p> <p>19 anything else, it's basically the way that</p> <p>20 I was leveled, and that carried on, you</p> <p>21 know, that continued to haunt me, so to</p> <p>22 speak, through my time at Google.</p> <p>23 Q. Now, you used a term a minute</p> <p>24 ago that I don't think either of us have</p> <p>25 used in today's deposition until now, and</p>
<p style="text-align: right;">Page 283</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 285</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>

<p style="text-align: right;">Page 286</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 288</p> <p>1 U. ROWE</p> <p>2 MS. GREENE: Objection.</p> <p>3 A. I don't -- I don't know for a</p> <p>4 fact.</p> <p>5 Q. You don't know at all, do you?</p> <p>6 MS. GREENE: Objection.</p> <p>7 A. Well, I do know -- I do know</p> <p>8 the level 9 men and my qualifications with</p> <p>9 respect to them.</p> <p>10 Q. And the level 9 men are the</p> <p>11 only ones that you looked at, right?</p> <p>12 MS. GREENE: Objection.</p> <p>13 Q. Right?</p> <p>14 A. Look, I didn't look at people</p> <p>15 individually. Like this is broader than</p> <p>16 just me comparing myself to four or five</p> <p>17 individuals, this is me knowing my</p> <p>18 qualifications and the kind of experience</p> <p>19 that Google looks for in a L9 eng director</p> <p>20 and knowing that, you know, I have those</p> <p>21 similar qualifications.</p> <p>22 Q. Have you ever hired a level 9</p> <p>23 at Google?</p> <p>24 A. I have not.</p> <p>25 Q. Have you ever hired anyone at</p>
<p style="text-align: right;">Page 287</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 289</p> <p>1 U. ROWE</p> <p>2 Google?</p> <p>3 A. I have not.</p> <p>4 Q. Have you ever been through the</p> <p>5 leveling process at Google, as a</p> <p>6 participant in the process of leveling</p> <p>7 someone?</p> <p>8 A. I have not.</p> <p>9 Q. Have you ever participated in a</p> <p>10 hiring committee?</p> <p>11 A. I have not.</p> <p>12 Q. Have you ever participated in</p> <p>13 any way in the decision-making process that</p> <p>14 leads to the leveling of someone at hire at</p> <p>15 Google?</p> <p>16 A. I have done a lot of</p> <p>17 interviews, but no, I have not specifically</p> <p>18 been involved in leveling discussions, no.</p> <p>19 Q. And in any of those interviews,</p> <p>20 were you asked to offer an opinion as to</p> <p>21 the level that someone was supposed to --</p> <p>22 that someone might get?</p> <p>23 A. I have not.</p> <p>24 Q. You indicated earlier in your</p> <p>25 testimony that there was another</p>

73 (Pages 286 - 289)

<p style="text-align: right;">Page 290</p> <p>1 U. ROWE 2 opportunity, VP, financial services and 3 sales, that you applied for in 2020. Do 4 you recall that testimony? 5 A. I raised my hand for it. 6 Q. What do you mean when you say 7 you raised your hand for it? 8 A. I expressed interest in it. 9 Q. And how did you express 10 interest in it? 11 A. I heard from Kristen, and I'm 12 completely blanking on her last name, 13 Kristen runs sales for U.S., and I had -- I 14 had a one-on-one with her, and she 15 mentioned that she was thinking of hiring a 16 VP of sales for financial services, and I 17 told her that I would be interested. 18 Q. And what, if anything, happened 19 next in connection with your interest in 20 that job? 21 A. So she asked me to reach out to 22 HR, so I reached out to HR. 23 Q. Who did you reach out to in HR? 24 A. I think it was Stuart Weidman, 25 I'm not 100 percent sure.</p>	<p style="text-align: right;">Page 292</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>
<p style="text-align: right;">Page 291</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 293</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>



<p style="text-align: right;">Page 298</p> <p>1 U. ROWE</p> <p>2 the three options that were presented to</p> <p>3 me.</p> <p>4 Q. You had three options, and you</p> <p>5 chose, no one else chose for you, correct?</p> <p>6 A. Of the options that were given</p> <p>7 to me, yes, going back to OCTO was what I</p> <p>8 chose.</p> <p>9 Q. And Google had decided that</p> <p>10 when you were in OCTO, you were going to be</p> <p>11 focused on hybrid cloud, correct?</p> <p>12 A. Yes.</p> <p>13 Q. Do you have any reason to</p> <p>14 believe that that decision to have you</p> <p>15 focus on hybrid cloud was made because you</p> <p>16 had raised complaints of discrimination?</p> <p>17 MS. GREENE: Objection.</p> <p>18 A. So I don't know what went into</p> <p>19 that discussion, but what I have</p> <p>20 experienced was Google removed all my</p> <p>21 financial services related</p> <p>22 responsibilities, Google isolated me</p> <p>23 internally and externally, and I know that</p> <p>24 I was also denied further opportunities.</p> <p>25 Q. I'm talking right now about</p>	<p style="text-align: right;">Page 300</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>
<p style="text-align: right;">Page 299</p> <p>1 U. ROWE</p> <p>2 what you have described as the isolation.</p> <p>3 And you previously testified about what you</p> <p>4 described was the isolation while you were</p> <p>5 on Tariq's team. I'm now focused on you</p> <p>6 being back in OCTO and being told that you</p> <p>7 were to focus on cloud -- hybrid cloud.</p> <p>8 A. Yes.</p> <p>9 Q. Do you have any reason to</p> <p>10 believe that the decision to have you focus</p> <p>11 on hybrid cloud was because you had raised</p> <p>12 complaints of discrimination?</p> <p>13 MS. GREENE: Objection.</p> <p>14 A. I don't know what actually went</p> <p>15 into that decision. I know the net effect</p> <p>16 was Google removed all my financial</p> <p>17 services responsibilities.</p> <p>18 Q. Do you have any reason to</p> <p>19 believe that that decision was because you</p> <p>20 raised complaints of discrimination?</p> <p>21 MS. GREENE: Objection.</p> <p>22 A. Look, I don't know for a fact,</p> <p>23 but I do know what happened to me.</p> <p>24 Q. Right. You were told to focus</p> <p>25 on hybrid cloud, right?</p>	<p style="text-align: right;">Page 301</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>

Page 310

Page not submitted in support of  
Google's motion for summary judgment

Page 312

Page not submitted in support of  
Google's motion for summary judgment

Page 311

Page not submitted in support of  
Google's motion for summary judgment

Page 313

1 U. ROWE

2 specific than that. Did Will Grannis ever  
3 say or do anything that leads you to  
4 believe that he would intentionally treat  
5 you differently because of your gender?

6 A. So to my recollection, he  
7 hasn't said anything. I think when it  
8 comes to doing, you know, he was my hiring  
9 manager and I was down-leveled and paid  
10 lower than my peers in hiring, so by that  
11 action, yes, he was a part of it.

12 Q. So other than the fact that he  
13 was your hiring manager and he was involved  
14 in the decision about your leveling, other  
15 than that fact, is there anything else that  
16 Will Grannis has ever done or said that  
17 leads you to believe that he would treat  
18 you differently because of your sex?

19 A. I can't think of any other.

20 Q. Is that also true for Brian  
21 Stevens?

22 A. Yes.

23 Q. At some point after you joined  
24 Google you started looking for another job,  
25 correct?

79 (Pages 310 - 313)

<p style="text-align: right;">Page 322</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 324</p> <p>1 U. ROWE</p> <p>2 are both eng jobs, so they are both under</p> <p>3 the same eng leveling guide. They both</p> <p>4 attend the eng leadership meetings. They</p> <p>5 attend, you know, quarterly tech leadership</p> <p>6 summits. So for many purposes they are</p> <p>7 treated similarly, they are considered eng</p> <p>8 leadership roles.</p> <p>9 Q. Have you ever seen the</p> <p>10 engineering leveling guide?</p> <p>11 A. Yes.</p> <p>12 Q. When was the first time you saw</p> <p>13 that?</p> <p>14 A. I don't remember the date.</p> <p>15 Q. Was it in connection with</p> <p>16 discovery in this case?</p> <p>17 A. No. I don't know if I saw it</p> <p>18 as part of discovery, but I saw it at</p> <p>19 Google, you know, as part of my being an</p> <p>20 employee at Google.</p> <p>21 Q. Do you know what a director,</p> <p>22 product management, does at Google?</p> <p>23 A. So, sorry, there is something</p> <p>24 going on with my lighting. I apologize for</p> <p>25 that.</p>
<p style="text-align: right;">Page 323</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 325</p> <p>1 U. ROWE</p> <p>2 So director, product</p> <p>3 management, are similar, they are</p> <p>4 considered eng roles. They have, you know,</p> <p>5 similar -- they require similar</p> <p>6 qualifications, you know, similar</p> <p>7 responsibilities to what I just said for</p> <p>8 the other two.</p> <p>9 Q. So as far as you're concerned</p> <p>10 they are the same as director, software</p> <p>11 engineering, and director, application</p> <p>12 engineering?</p> <p>13 A. No, I did not say they are</p> <p>14 exactly the same.</p> <p>15 Q. How are they different?</p> <p>16 A. I don't know how, you know, the</p> <p>17 day-to-day responsibilities of those roles</p> <p>18 are, but I do know that they are pretty</p> <p>19 comparable.</p> <p>20 Q. Are you qualified to be a</p> <p>21 director, software engineering?</p> <p>22 A. I believe so.</p> <p>23 Q. Are you qualified to be a</p> <p>24 director of application engineering?</p> <p>25 A. I believe so.</p>

82 (Pages 322 - 325)

Page 326

Page not submitted in support of  
Google's motion for summary judgment

Page 328

Page not submitted in support of  
Google's motion for summary judgment

Page 327

1 U. ROWE  
2 comparable.  
3 Q. How are they different?  
4 A. I don't know what he does on a  
5 day-to-day basis, so I don't know, you  
6 know, what he does that might be different,  
7 but what I do know is that, you know, he  
8 does provide, you know, product and  
9 engineering guidance. He does provide  
10 thought leadership. He works across the  
11 organization. And he does have -- he does  
12 have, you know, client facing, and  
13 understanding his clients and building  
14 product type responsibilities.  
15 Q. Does he write code as part of  
16 his job?  
17 A. I don't know.  
18 Q. Do you?  
19 A. I don't, not production code.  
20 Q. Have you ever, since you have  
21 been at Google?  
22 A. So I have written code, but I  
23 have not contributed code to Google's  
24 products, if that's what you are asking.  
25 Q. Do you know anyone else who is

Page 329

Page not submitted in support of  
Google's motion for summary judgment

83 (Pages 326 - 329)

Page 332

Page 334

Page not submitted in support of  
Google's motion for summary judgment

Page not submitted in support of  
Google's motion for summary judgment

Page 333

Page 335

Page not submitted in support of  
Google's motion for summary judgment

1  
2 U L K U R O W E,  
3 having been first duly sworn by the Notary Public,  
4 was examined and testified as follows:  
5 EXAMINATION CONDUCTED BY MR. GAGE:  
6 Q. Good morning, Miss Rowe.  
7 A. Good morning.  
8 Q. Tell us what did you do to prepare  
9 for today's continued deposition?  
10 A. I talked to my lawyer and I  
11 reviewed some documents.  
12 Q. What documents did you review?  
13 A. I reviewed parts of my testimony,  
14 my deposition and Stuart Vardaman's and looked  
15 a some e-mails.  
16 Q. Stuart Vardaman's deposition, is  
17 that what you're referring? To  
18 A. Yes.  
19 Q. What e-mails did you look at?  
20 A. The e-mails he and I exchanged.  
21 Q. The e-mails you and he exchanged  
22 regarding what?  
23 A. The VP of financial services sales  
24 role.  
25 Q. How do you know Kirsten Kliphouse?

2 (Pages 332 - 335)

<p style="text-align: right;">Page 336</p> <p>1                   ULKU ROWE</p> <p>2           A.    She is the head of North American</p> <p>3   sales at Google.</p> <p>4           Q.    When did you first come to know</p> <p>5   Miss Kliphouse?</p> <p>6           A.    I don't remember the exact date,</p> <p>7   but shortly after she joined Google.</p> <p>8           Q.    When was that?</p> <p>9           A.    I think it was like beginning of</p> <p>10   the year.</p> <p>11          Q.    Beginning of what year?</p> <p>12          A.    2020.</p> <p>13          Q.    How did you first meet Miss</p> <p>14   Kliphouse?</p> <p>15          A.    She and I had a one-on-one meet</p> <p>16   and greet.</p> <p>17          Q.    How did that one-on-one meet and</p> <p>18   greet come about?</p> <p>19          A.    I reached out to her. She was new</p> <p>20   at Google and I said I would like to meet and</p> <p>21   say Hi and introduce myself.</p> <p>22          Q.    Why did you reach out to her?</p> <p>23          A.    It's customary, she is head of</p> <p>24   sales, I do a lot of work with sales, so it was</p> <p>25   a kind of say Hi meeting.</p>	<p style="text-align: right;">Page 338</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>
<p style="text-align: right;">Page 337</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 339</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>

<p style="text-align: right;">Page 340</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 342</p> <p>1 ULKU ROWE</p> <p>2 Q. What did she tell you about the</p> <p>3 role she was planning to hire for?</p> <p>4 A. She said that she was looking for</p> <p>5 a VP of sales for financial services and she</p> <p>6 also said that she is looking for people that</p> <p>7 are not from -- she was looking for people that</p> <p>8 don't have the traditional sales background.</p> <p>9 Those were not necessarily a good fit for the</p> <p>10 first time role either so she was looking more</p> <p>11 broadly.</p> <p>12 Q. Did she use those words and</p> <p>13 what I mean by that is not looking for someone</p> <p>14 in the traditional sales background?</p> <p>15 A. I don't remember her exact words,</p> <p>16 but she was definitely saying they are</p> <p>17 broadening to include nonsales background</p> <p>18 people, but I don't remember if those were her</p> <p>19 exact words.</p> <p>20 Q. What if anything else do you</p> <p>21 remember about what Miss Kliphouse told you</p> <p>22 concerning this position and what she was</p> <p>23 looking for?</p> <p>24 A. I told her I was interested in the</p> <p>25 role and she asked me to reach out to HR about</p>
<p style="text-align: right;">Page 341</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 343</p> <p>1 ULKU ROWE</p> <p>2 the role.</p> <p>3 Q. Did she tell you who specifically</p> <p>4 to reach out to by name?</p> <p>5 A. She said Stuart Vardaman but she</p> <p>6 may have mentioned another person. I don't</p> <p>7 remember the number.</p> <p>8 Q. Did you say she said Stuart</p> <p>9 Vardaman?</p> <p>10 A. That is my recollection.</p> <p>11 Q. Did Miss Kliphouse tell you</p> <p>12 whether this job had been posted yet,</p> <p>13 advertised?</p> <p>14 A. I don't remember that. I don't</p> <p>15 think so.</p> <p>16 Q. Did Miss Kliphouse say anything to</p> <p>17 you about whether she had looked at or considered</p> <p>18 candidates as of that point?</p> <p>19 A. I don't remember that. For your</p> <p>20 earlier question I think I said she didn't tell</p> <p>21 me it was posted, I don't know if it was posted</p> <p>22 internally in Google. She indicated that it</p> <p>23 was an active job search.</p> <p>24 Q. As of the point at which you had</p> <p>25 coffee with her she told you that it was at</p>

<p style="text-align: right;">Page 344</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 346</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>
<p style="text-align: right;">Page 345</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 347</p> <p>1                   ULKU ROWE</p> <p>2           A.   No.</p> <p>3           Q.   It does not?</p> <p>4           A.   No.</p> <p>5           Q.   Does it fairly describe your role</p> <p>6               in the sales process at Google?</p> <p>7           A.   No.</p> <p>8           Q.   Does the phrase business</p> <p>9               development describe in any way the work that</p> <p>10              you do at Google?</p> <p>11          A.   It is part of what I do. I do get</p> <p>12              involved in the business development process</p> <p>13              with the sales teams, but it's not my title.</p> <p>14          Q.   Okay. I didn't ask you if it was</p> <p>15              your title.</p> <p>16          A.   Right. But my primary role is not</p> <p>17              business development, if that is what you're</p> <p>18              asking.</p> <p>19          Q.   What your primary role?</p> <p>20          A.   I'm an engineering director with</p> <p>21              the office of the CTO at Google.</p> <p>22          Q.   Is it fair to say that your</p> <p>23              primary role is not sales?</p> <p>24          A.   Well, I get involved quite a bit</p> <p>25              with sales, but yes, that is not my primary</p>

5 (Pages 344 - 347)



<p>1 ULKU ROWE</p> <p>2 role.</p> <p>3 Q. You also get involved in business</p> <p>4 development, is that true?</p> <p>5 A. True.</p> <p>6 Q. But it is your testimony that your</p> <p>7 primary role is an engineering role; is that</p> <p>8 right?</p> <p>9 A. Correct.</p> <p>10 Q. When Miss Kliphouse indicated to</p> <p>11 you in this conversation over coffee that she</p> <p>12 was considering people who did not have</p> <p>13 traditional sales backgrounds, how did you</p> <p>14 react, if at all?</p> <p>15 A. I don't remember.</p> <p>16 Q. Did hearing that lead you to think</p> <p>17 that you might be qualified for the job that</p> <p>18 she was trying to fill?</p> <p>19 A. Yes.</p> <p>20 Q. If she had instead told you that</p> <p>21 it was a traditional sales background she was</p> <p>22 looking for, would you have expressed interest?</p> <p>23 A. I think I would have asked her</p> <p>24 more questions.</p> <p>25 Q. What more questions would you have</p>	<p>Page 348</p> <p>Page 350</p> <p>Page not submitted in support of Google's motion for summary judgment</p>
<p>Page 349</p> <p>Page not submitted in support of Google's motion for summary judgment</p>	<p>Page 351</p> <p>Page not submitted in support of Google's motion for summary judgment</p>

<p style="text-align: right;">Page 356</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 358</p> <p>1 ULKU ROWE</p> <p>2 that you would not be considered further for</p> <p>3 the role.</p> <p>4 He sent you the job posting;</p> <p>5 correct?</p> <p>6 A. He did.</p> <p>7 Q. And do you have that available to</p> <p>8 you now? I think it should be shared with you</p> <p>9 I think it is previously marked as Plaintiff's</p> <p>10 Exhibit 115.</p> <p>11 A. In the shared drive, yes.</p> <p>12 Q. So you have it in front of you?</p> <p>13 A. Yes.</p> <p>14 Q. You received this after your</p> <p>15 conversation with Miss Kliphouse, correct?</p> <p>16 A. Correct.</p> <p>17 Q. Can you read to me the two lines</p> <p>18 at the bottom of the first page starting with</p> <p>19 the word "drawing"?</p> <p>20 A. "Drawing upon previous</p> <p>21 demonstrable success leading sizeable</p> <p>22 technology sales teams that served he financial</p> <p>23 services industry."</p> <p>24 Q. Did you have previous demonstrable</p> <p>25 success leading sizable technology sales teams</p>
<p style="text-align: right;">Page 357</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 359</p> <p>1 ULKU ROWE</p> <p>2 that served the financial services industry?</p> <p>3 A. I had sales experience. I didn't</p> <p>4 directly lead sales teams, but based on how</p> <p>5 Kirsten was describing the role, I thought it</p> <p>6 was appropriate for me to raise my hand.</p> <p>7 Q. I didn't ask you whether it was</p> <p>8 appropriate for you to raise your hand. I just</p> <p>9 asked you in fact if you had "previous</p> <p>10 demonstrable success leading sizable technology</p> <p>11 sales teams that served the financial services</p> <p>12 industry." Did you?</p> <p>13 A. No.</p> <p>14 MS. GREENE: Objection, asked and</p> <p>15 answered.</p> <p>16 A. No, but I had relative experience</p> <p>17 that would be useful.</p> <p>18 Q. Did you have what you just read?</p> <p>19 A. No.</p> <p>20 Q. Were you discouraged when you read</p> <p>21 that?</p> <p>22 A. No.</p> <p>23 Q. Did you -- I want to flip over to</p> <p>24 the second page of this document in the middle</p> <p>25 below the words "The financial services leader</p>

8 (Pages 356 - 359)

<p style="text-align: right;">Page 360</p> <p>1 ULKU ROWE</p> <p>2 will". Do you see that?</p> <p>3 A. I do.</p> <p>4 Q. Had you ever previously or had you</p> <p>5 ever "managed a team of field sales executives</p> <p>6 and sales managers to meet quarterly and annual</p> <p>7 bookings objectives."?</p> <p>8 A. I have not.</p> <p>9 Q. Have you ever "Recruited top</p> <p>10 talent and coached a team with a focus on</p> <p>11 providing actionable forthright feedback."?</p> <p>12 A. Absolutely.</p> <p>13 Q. Can you give me some examples when</p> <p>14 you have done that?</p> <p>15 A. I have managed many teams in my</p> <p>16 background at JP Morgan, Bank Of America, at</p> <p>17 UBS, I coached teams, I managed large teams, I</p> <p>18 recruited top talent, I coached the teams.</p> <p>19 Q. Any sales teams?</p> <p>20 A. I have not managed sales teams.</p> <p>21 Q. So have you ever coached sales</p> <p>22 teams?</p> <p>23 A. I have not, but that's not what it</p> <p>24 says here.</p> <p>25 Q. Where it says coach the team,</p>	<p style="text-align: right;">Page 362</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>
<p style="text-align: right;">Page 361</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 363</p> <p>1 ULKU ROWE</p> <p>2 A. Correct.</p> <p>3 Q. And that is not a qualification</p> <p>4 that you have, correct?</p> <p>5 A. Well, that's not correct. I have</p> <p>6 not directly managed sales business development</p> <p>7 teams, but I do have the qualifications to be</p> <p>8 able to manage such a team.</p> <p>9 Q. But the qualification described</p> <p>10 here is "Proven success managing a sales</p> <p>11 business development organization to meet and</p> <p>12 exceed revenue goals." Do you have that</p> <p>13 qualification?</p> <p>14 A. No.</p> <p>15 Q. When you read that as one of the</p> <p>16 listed qualifications for this position, did</p> <p>17 that concern you at all?</p> <p>18 A. No, as I said before, I have a lot</p> <p>19 of qualifications both working in the sales</p> <p>20 area with the sales team, both building teams,</p> <p>21 both experience in the financial services</p> <p>22 industry. Experience in the technology</p> <p>23 industry, understanding how Google works. I</p> <p>24 have plenty of qualifications for the role.</p> <p>25 Q. Can you describe all of your</p>

<p style="text-align: center;">Page 372</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 374</p> <p>1 ULKU ROWE</p> <p>2 role.</p> <p>3 Q. Have you ever met Miss Piazza?</p> <p>4 A. We have been in meetings together,</p> <p>5 yes.</p> <p>6 Q. Do you have an opinion as to her</p> <p>7 qualifications for this sales role based upon</p> <p>8 your interactions with her?</p> <p>9 A. Look, I can't speak to her</p> <p>10 qualifications. I don't know enough about her.</p> <p>11 Q. When she joined Google did you set</p> <p>12 up a meet and greet with her?</p> <p>13 A. I didn't, but she and I have been</p> <p>14 in quite a few meetings together.</p> <p>15 Q. Is there a reason why you didn't</p> <p>16 set up a meet and greet with her when she</p> <p>17 joined?</p> <p>18 A. Look, I think -- I don't think</p> <p>19 there is a specific reason.</p> <p>20 Q. Was it your practice to set up</p> <p>21 meet and greets with new leaders who had joined</p> <p>22 Google from outside the company?</p> <p>23 A. Sometimes, especially like if I</p> <p>24 don't have reason to work with them on a</p> <p>25 day-to-day basis. Others I work together all</p>
<p style="text-align: right;">Page 373</p> <p>1 ULKU ROWE</p> <p>2 use a phrase I want to know what she means</p> <p>3 by it. It's a different question, Cara</p> <p>4 A. I'm just saying I don't know a</p> <p>5 hundred percent. She may.</p> <p>6 Q. But you're speculating about that,</p> <p>7 correct?</p> <p>8 A. Correct.</p> <p>9 Q. Do you know who was hired for that</p> <p>10 position?</p> <p>11 A. I think at the end it went to</p> <p>12 Yolanda Piazza.</p> <p>13 Q. Do you know anything about her</p> <p>14 qualifications for the job?</p> <p>15 A. I don't know too much about her.</p> <p>16 I know she came from Citibank and she had been</p> <p>17 there for a long time and I don't know much</p> <p>18 beyond that.</p> <p>19 Q. Do you have an opinion as to</p> <p>20 whether you're better qualified, equally</p> <p>21 qualified or lesser qualify than Miss Piazza</p> <p>22 for the role?</p> <p>23 A. I don't know all of her</p> <p>24 qualifications, I can't speak to that. I can</p> <p>25 speak to the fact that I was qualified for the</p>	<p style="text-align: right;">Page 375</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>

<p style="text-align: right;">Page 388</p> <p>1 ULKU ROWE</p> <p>2 verbal conversation not an e-mail exchange?</p> <p>3 A. Yes.</p> <p>4 Q. I want to make sure that we are</p> <p>5 both on the same page.</p> <p>6 How long was that conversation?</p> <p>7 A. I don't remember exactly how long</p> <p>8 it was, but less than half an hour probably.</p> <p>9 Q. What's your best estimate as to</p> <p>10 how much less than a half an hour it was?</p> <p>11 A. I don't remember. Maybe 20</p> <p>12 minutes, I don't know.</p> <p>13 Q. Was it more than five minutes?</p> <p>14 A. I think so, yes.</p> <p>15 Q. Do you think it was more than 15</p> <p>16 minutes?</p> <p>17 A. Maybe 15, 20 minutes, I don't</p> <p>18 remember the exact length.</p> <p>19 Q. Who called whom, if you recall?</p> <p>20 A. I think it was a video conference</p> <p>21 so we both dialed into the conference.</p> <p>22 Q. Who spoke first?</p> <p>23 A. I don't remember.</p> <p>24 Q. What did he tell you?</p> <p>25 A. So, this was a meeting to update</p>	<p style="text-align: right;">Page 390</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>
<p style="text-align: right;">Page 389</p> <p>1 ULKU ROWE</p> <p>2 me on the VP of sales role. So he told me that</p> <p>3 I would not be considered for the role.</p> <p>4 Q. What did you say in response?</p> <p>5 A. I asked some questions.</p> <p>6 Q. What questions did you ask?</p> <p>7 A. I asked him why.</p> <p>8 Q. What did he say?</p> <p>9 A. He said that they were looking for</p> <p>10 someone that has a more commercial background.</p> <p>11 Q. What else did you ask?</p> <p>12 A. I asked him like what made them</p> <p>13 think that I wasn't qualified for the role.</p> <p>14 Q. What did he say?</p> <p>15 A. He said that it was based on a</p> <p>16 two-hour meeting that I had with Kirsten.</p> <p>17 Two-hour interview actually he said.</p> <p>18 Q. What else did you ask?</p> <p>19 A. I think I added some more prodding</p> <p>20 questions. I don't remember all the questions.</p> <p>21 I said to him that I wasn't aware that the</p> <p>22 meeting that I had with Kirsten was an</p> <p>23 interview. I said to him that it was like a</p> <p>24 meet and greet and that it was actually in this</p> <p>25 meeting that I found out about this role. I</p>	<p style="text-align: right;">Page 391</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>

<p style="text-align: right;">Page 392</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 394</p> <p>1 ULKU ROWE</p> <p>2 do you have any reason to believe that the</p> <p>3 e-mail that you sent to your lawyers contains</p> <p>4 any additional details about the conversation</p> <p>5 with Mr. Vardaman that you've not already</p> <p>6 shared?</p> <p>7 A. I don't believe so.</p> <p>8 Q. I think you testified that</p> <p>9 Mr. Vardaman told you that they were looking</p> <p>10 for someone with a more commercial background</p> <p>11 for the position that Miss Kliphouse was</p> <p>12 filling.</p> <p>13 What did you understand that</p> <p>14 phrase to mean, a more commercial background?</p> <p>15 A. That they were looking for someone</p> <p>16 with a direct sales experience.</p> <p>17 Q. Was that statement that</p> <p>18 Mr. Vardaman made to you consistent with the</p> <p>19 description of the job that he sent to you?</p> <p>20 A. Yes, but it wasn't how Kirsten</p> <p>21 described the role.</p> <p>22 Q. Well, how did Kirsten describe the</p> <p>23 role in a manner inconsistent with that?</p> <p>24 A. Because she said they are looking</p> <p>25 beyond the pure sales experience, the</p>
<p style="text-align: right;">Page 393</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>	<p style="text-align: right;">Page 395</p> <p style="text-align: center;">Page not submitted in support of Google's motion for summary judgment</p>